

AMENDMENT OF SOLICITATION / MODIFICATION OF CONTRACT		CONTRACT ID CODE	PAGE OF PAGES
			1 6
2. AMENDMENT/MODIFICATION NO. A010	3. EFFECTIVE DATE See Blk. 16 C.	4. REQUISITION/PURCHASE REQ. NO. 36-01GO10429.008	5. PROJECT NO. (If applicable)
6. ISSUED BY Golden Field Office U.S. Department of Energy 1617 Cole Blvd. Golden, CO 80401	CODE	7. ADMINISTERED BY (If other than Item 6) Golden Field Office U.S. Department of Energy 1617 Cole Blvd. Golden, CO 80401 <u>(Jim Damm (303) 275-4744)</u>	CODE
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) Integrated Resource Technologies, Inc. 6564 Loisdale Court Suite 800 Springfield, VA 22150		9A. AMENDMENT OF SOLICITATION NO.	
		9B. DATED (SEE ITEM 11)	
		10A. MODIFICATION OF CONTRACT/ORDER NO. DE-AC36-00GO10429	
		10B. DATED (SEE ITEM 13) 03/01/2000	
CODE	FACILITY CODE		

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

☐ The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers ☐ is extended, ☐ is not extended.

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:

(a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULTING REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)

See Page 3 of this modification

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

- () A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
- B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
- C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
- ✓ D. OTHER (Specify type of modification and authority)
FAR 52.232-22 "Limitation of Funds"

E. IMPORTANT: Contractor ☐ is not, ☒ is required to sign this document and return 2 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

See attached page 2 through 6 of this modification.

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) <u>FAYE FIELDS</u>	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Matthew A. Barron Contracting Officer		
15B. CONTRACTOR/OFFEROR <u>Faye Fields</u> (Signature of person authorized to sign)	15C. DATE SIGNED <u>08/15/2001</u>	16B. UNITED STATES OF AMERICA BY <u>Matthew A. Barron</u> (Signature of Contracting Officer)	16C. DATE SIGNED <u>8/23/01</u>

The purpose of this modification is to (1) add funds in the amount of \$33,000.00; (2) add Contract Line Items for support to the Boston Regional Office; and (3) incorporate the attached Wage Rate Determination to Attachment D of the Contract. Therefore, the contract is modified as follows:

**REDACTED
EXEMPTION 4**

1. Section B.2., Redacted, is hereby modified to add:

CLIN 0001AD-Boston Regional Office—Base Period (August 13, 2001 – March 1, 2002)

**REDACTED
EXEMPTION 4**

**REDACTED
EXEMPTION 4**

Total Estimated Cost Plus Fixed Fee \$ 29,978

CLIN 0002AD-Boston Regional Office—Option Period 1 (March 2, 2002 – March 1, 2003)

**REDACTED
EXEMPTION 4**

**REDACTED
EXEMPTION 4**

Total Estimated Cost Plus Fixed Fee \$ 55,367

CLIN 0003AD-Boston Regional Office—Option Period 2 (March 2, 2003 – March 1, 2004)

**REDACTED
EXEMPTION 4**

**REDACTED
EXEMPTION 4**

Total Estimated Cost Plus Fixed Fee \$ 57,034

CLIN 0004AD-Boston Regional Office—Option Period 3 (March 2, 2004 – March 1, 2005)

**REDACTED
EXEMPTION 4**

Total Estimated Cost Plus Fixed Fee \$ 57,034

2. Section B.3., “Level of Effort/Direct Productive Labor Hours (DPLH)”, Paragraph 2 is hereby deleted and replaced with the following:

	<u>Golden Field Office</u>	<u>Seattle Office</u>	<u>Chicago Office</u>
Base Period (24 months)	<u>96,300 DPLH</u>	<u>11,280 DPLH</u>	<u>8,187 DPLH</u>
Option Period 1 (12 months)	<u>48,150 DPLH</u>	<u>5,640 DPLH</u>	<u>5,778 DPLH</u>
Option Period 2 (12 months)	<u>48,150 DPLH</u>	<u>5,640 DPLH</u>	<u>5,778 DPLH</u>
Option Period 3 (12 months)	<u>48,150 DPLH</u>	<u>5,640 DPLH</u>	<u>5,778 DPLH</u>
	<u>Boston Office</u>		
Base Period (24 months)	<u>551 DPLH</u>		
Option Period 1 (12 months)	<u>988 DPLH</u>		
Option Period 2 (12 months)	<u>988 DPLH</u>		
Option Period 3 (12 months)	<u>988 DPLH</u>		

3. Section B.4, "Limitation of Funds", is hereby modified to read as follows:

Pursuant to the clause entitled "Limitation of Funds," total funds in the amount of \$4,013,058.20 have been allotted for obligation and are available for payment of allowable costs and fixed fee to be incurred from the effective date of this contract through the period estimated to end September 30, 2001.

Total amount obligated this action: \$ 33,000.00

Total amount obligated to date: \$ 4,013,058.20

2. Section G.6 the Accounting and Appropriation Data for this award is as follows:

(Obligation this Action in Bold)

<u>Approp. Symbol</u>	<u>B& R No.</u>	<u>Obj Class</u>	<u>ADS/TTP</u>	<u>AFP</u>	<u>Amount</u>
89X0215.91 HA	EH0501206	251	AL1591	BS	\$ 33,000.00
89X0215.91 HA	EC0904000	251	AL1591	CS	\$ 5,000.00
89X0215.91 HA	EE0801000	251	AL1591	CS	\$ 10,000.00
89X0215.91 HA	EL1703000	251	AL1591	CS	\$ 20,000.00
89X0215.91 HA	EC1504000	251	AL1591	CS	\$ 5,000.00
89X0215.91 HA	EC1501000	251	AL1591	CS	\$ 20,000.00
89X0215.91 HA	EC1701000	251	AL1591	CS	\$ 15,000.00
89X0215.91 HA	EH0601206	252	AL0591	CS	\$ 195,180.00
89X0215.91 HA	ED1801000	251	AL0591	GO	\$ 28,411.58
89X0215.91 HA	ED1906010	251	AL0591	GO	\$ 947,802.00
89X0215.91 HA	ED1906020	251	AL0591	GO	\$ 243,966.66
8900224.91 Y0	EB5102206	251	AL0491	GO	\$ 159,117.96
89X0224.91 YA	EB5102206	251	AL1491	GO	\$ 300,000.00
89X0215.91 HA	EH0301206	251	AL0591	GO	\$1,807,580.00
89X0215.91 HA	EH0901206	251	AL0591	SS	\$ 223,000.00

4. Attachment A, "Statement of Work" is modified to add the following:

G. Boston Regional Office

Required Services

The Boston Regional Office (BRO) will provide the Contractor with the required computer hardware, software, office supplies and workspace needed to support the tasks. The Contractor shall provide, but not be limited to, support services as set forth in Section J, Attachment A, State of Work, in the following areas:

1.0 Computer and Information Systems Management

The Contractor shall assist in the management and administration of the Boston Regional Office Local Area Network (LAN) and Wide Area Network (WAN) operations.

Computer Environment

The current computer environment at BRO is comprised of the following:

- IBM compatible workstations running Microsoft Windows NT, Windows 98 or Windows 2000;
- Compaq Proliant File Server running Novell NetWare;
- Dell Poweredge application server running Microsoft Windows NT (Winsaga database manager);
- 8 laptops configured for remote access, operating Windows 98 or 2000;
- Network and desktop printers - all Hewlett Packard;
- Word Processing Software;
- Spreadsheet Software;
- Lotus Notes as e-mail system;
- Various other productivity software applications;
- Hewlett Packard OfficeJet scanner and related software;
- Video conferencing hardware and bridge scheduling software;

1.1 Network Management (LAN Administrator)

Set up network services for users including, but not limited to: Travel Manager (a DOE - wide software application for processing travel authorizations and travel vouchers), Corporate Human Resource Information System (Human Resource Management System), and Lotus Notes (electronic mail service);

Organization of BRO computer network; i.e., maintaining software application files and user files in appropriate locations;

Maintain proper amount of computer security (as prescribed by the BRO unclassified Cyber Security Protection Plan) to avoid possible security breaches, including set-up and maintenance of virus detection software, and assigning appropriate user-level access to the LAN;

Evaluate and recommend hardware/software upgrades to existing hardware/software. Install, test, and document new software/hardware or software/hardware upgrades. Perform updates of software/hardware and schedule hardware maintenance to minimize adverse impacts of LAN availability;

- 1.1.5 Evaluate efficiency of LAN/WAN service and make recommendations/changes as necessary. Develop plans to implement appropriate steps that allow for network growth and proper capacity management.

1.2 LAN Administration (LAN Administrator)

- 1.2.1 Maintain user log-ins and coordination of access to e-mail and access to outside computer systems;

Configure new workstations, including software installation and user set-up;

Document all applicable procedures and any changes to these procedures as necessary. Troubleshoot system problems and document as necessary;

Ensure LAN service set-up for new employees, i.e., workstation set-up and log-ins;

- 1.2.5 Assist in any software and/or hardware changes;

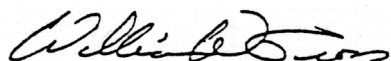
Install all software/applications on DOE equipment;

Assist in updating and implementing the CRO Unclassified Cyber Security Protection Program;

Provide BRO video conferencing services, including dial-up connections of possible multi-point videoconferences;

- 1.2.9 Assist in updating and implementing the BRO Unclassified Cyber Security Protection Program;
 - 1.2.10 Provide assistance with BRO Internet connectivity needs;
 - 1.2.11 Prepare obsolete equipment for excess or donation, including reformatting computer hard drives, testing equipment, and noting any deficiencies in any of the equipment; and
 - 1.2.12 Interface with DOE technical support for installations, upgrades, and troubleshooting on a variety of programs.
- 5. The attached Department of Labor Wage Rate Determination No.1994-2255, Revision No. 15, is hereby incorporated into Attachment D of the contract.
 - 6. Except as provided above, all terms and conditions of the contract remain unchanged and in full force and effect.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2255
Revision No.: 15
Date of Last Revision: 09/15/2000

Applicable in the state of Massachusetts in the areas listed below:

BRISTOL COUNTY: Mansfield, Norton, Rayham

ESSEX COUNTY: Lynn, Lynnfield, Nahant, Saugus

MIDDLESEX COUNTY: Entire County

NORFOLK COUNTY: Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY: Carver, Duxbury, Hanover, Hanson, Hingham, Hull, Kingston, Lakeville, Marshfield, Middleborough, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY: Entire County

WORCESTER COUNTY: Berlin, Bolton, Harvard, Hopedale, Lancaster, Mendon, Milford, Southborough, Upton

**** Fringe Benefits Required Follow the Occupational Listing ****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	11.44
Accounting Clerk II	12.48
Accounting Clerk III	13.42
Accounting Clerk IV	16.61
Court Reporter	14.72
Dispatcher, Motor Vehicle	14.72
Document Preparation Clerk	12.96
Duplicating Machine Operator	12.96
Film/Tape Librarian	13.27
General Clerk I	9.74
General Clerk II	10.94
General Clerk III	12.96
General Clerk IV	15.03
Housing Referral Assistant	16.08
Key Entry Operator I	11.53
Key Entry Operator II	14.11
Messenger (Courier)	9.74
Order Clerk I	10.51
Order Clerk II	12.59
Personnel Assistant (Employment) I	12.41
Personnel Assistant (Employment) II	13.94
Personnel Assistant (Employment) III	15.21

Personnel Assistant (Employment) IV	18.04
Production Control Clerk	16.08
Rental Clerk	13.27
Scheduler, Maintenance	13.27
Secretary I	13.27
Secretary II	14.72
Secretary III	16.08
Secretary IV	17.05
Secretary V	22.58
Service Order Dispatcher	13.27
Stenographer I	10.86
Stenographer II	13.27
Supply Technician	17.05
Survey Worker (Interviewer)	14.72
Switchboard Operator-Receptionist	12.23
Test Examiner	14.72
Test Proctor	14.72
Travel Clerk I	9.56
Travel Clerk II	10.34
Travel Clerk III	11.14
Word Processor I	13.39
Word Processor II	14.61
Word Processor III	17.28

Automatic Data Processing Occupations

Computer Data Librarian	12.59
Computer Operator I	12.59
Computer Operator II	14.08
Computer Operator III	17.06
Computer Operator IV	21.48
Computer Operator V	24.05
Computer Programmer I (1)	16.52
Computer Programmer II (1)	18.86
Computer Programmer III (1)	22.37
Computer Programmer IV (1)	27.63
Computer Systems Analyst I (1)	21.99
Computer Systems Analyst II (1)	27.31
Computer Systems Analyst III (1)	27.63
Peripheral Equipment Operator	12.59

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	17.75
Automotive Glass Installer	16.24
Automotive Worker	16.24
Electrician, Automotive	17.02
Mobile Equipment Servicer	14.72
Motor Equipment Metal Mechanic	17.75
Motor Equipment Metal Worker	16.24
Motor Vehicle Mechanic	17.31

Motor Vehicle Mechanic Helper	13.91
Motor Vehicle Upholstery Worker	15.45
Motor Vehicle Wrecker	16.24
Painter, Automotive	17.02
Radiator Repair Specialist	16.24
Tire Repairer	14.22
Transmission Repair Specialist	17.75

Food Preparation and Service Occupations

Baker	13.05
Cook I	11.80
Cook II	13.01
Dishwasher	9.22
Food Service Worker	9.22
Meat Cutter	13.01
Waiter/Waitress	9.79

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	17.02
Furniture Handler	13.14
Furniture Refinisher	17.02
Furniture Refinisher Helper	13.91
Furniture Repairer, Minor	15.45
Upholsterer	17.02

General Services and Support Occupations

Cleaner, Vehicles	9.36
Elevator Operator	9.22
Gardener	11.80
House Keeping Aid I	8.66
House Keeping Aid II	9.22
Janitor	9.22
Laborer, Grounds Maintenance	9.79
Maid or Houseman	11.80
Pest Controller	12.38
Refuse Collector	9.22
Tractor Operator	11.14
Window Cleaner	9.90

Health Occupations

Dental Assistant	11.34
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.01
Licensed Practical Nurse I	13.90
Licensed Practical Nurse II	15.60
Licensed Practical Nurse III	17.45
Medical Assistant	10.13
Medical Laboratory Technician	10.13
Medical Record Clerk	10.13
Medical Record Technician	14.04

Nursing Assistant I	8.29
Nursing Assistant II	9.32
Nursing Assistant III	9.80
Nursing Assistant IV	11.41
Pharmacy Technician	12.64
Phlebotomist	10.13
Registered Nurse I	16.64
Registered Nurse II	22.79
Registered Nurse II, Specialist	22.79
Registered Nurse III	27.57
Registered Nurse III, Anesthetist	27.57
Registered Nurse IV	33.05

Information and Arts Occupations

Audiovisual Librarian	17.05
Exhibits Specialist I	16.76
Exhibits Specialist II	21.30
Exhibits Specialist III	26.05
Illustrator I	16.76
Illustrator II	21.30
Illustrator III	26.05
Librarian	22.58
Library Technician	14.72
Photographer I	12.79
Photographer II	16.76
Photographer III	21.30
Photographer IV	26.05
Photographer V	31.51

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	7.43
Counter Attendant	7.43
Dry Cleaner	9.86
Finisher, Flatwork, Machine	7.43
Presser, Hand	7.43
Presser, Machine, Drycleaning	7.43
Presser, Machine, Shirts	7.43
Presser, Machine, Wearing Apparel, Laundry	7.43
Sewing Machine Operator	10.65
Tailor	11.36
Washer, Machine	8.26

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	17.22
Tool and Die Maker	20.35

Material Handling and Packing Occupations

Forklift Operator	13.52
Fuel Distribution System Operator	14.72

Material Coordinator	15.02
Material Expediter	15.02
Material Handling Laborer	11.65
Order Filler	12.48
Production Line Worker (Food Processing)	13.52
Shipping Packer	12.09
Shipping/Receiving Clerk	12.09
Stock Clerk (Shelf Stocker, Store Worker II)	12.19
Store Worker I	10.58
Tools and Parts Attendant	13.52
Warehouse Specialist	12.96

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	17.75
Aircraft Mechanic Helper	13.91
Aircraft Quality Control Inspector	18.42
Aircraft Servicer	15.45
Aircraft Worker	16.24
Appliance Mechanic	17.02
Bicycle Repairer	14.22
Cable Splicer	17.75
Carpenter, Maintenance	17.02
Carpet Layer	16.24
Electrician, Maintenance	18.67
Electronics Technician, Maintenance I	12.00
Electronics Technician, Maintenance II	16.60
Electronics Technician, Maintenance III	18.52
Fabric Worker	15.45
Fire Alarm System Mechanic	17.75
Fire Extinguisher Repairer	14.72
Fuel Distribution System Mechanic	17.75
General Maintenance Worker	16.24
Heating, Refrigeration and Air Conditioning Mechanic	17.75
Heavy Equipment Mechanic	17.75
Heavy Equipment Operator	18.10
Instrument Mechanic	17.75
Laborer	12.51
Locksmith	17.02
Machinery Maintenance Mechanic	17.44
Machinist, Maintenance	17.39
Maintenance Trades Helper	13.91
Millwright	17.75
Office Appliance Repairer	17.02
Painter, Aircraft	17.02
Painter, Maintenance	17.02
Pipefitter, Maintenance	17.64
Plumber, Maintenance	17.02
Pneudraulic Systems Mechanic	17.75
Rigger	17.75

Scale Mechanic	16.24
Sheet-Metal Worker, Maintenance	17.75
Small Engine Mechanic	16.24
Telecommunication Mechanic I	17.75
Telecommunication Mechanic II	18.42
Telephone Lineman	17.75
Welder, Combination, Maintenance	17.75
Well Driller	17.75
Woodcraft Worker	17.75
Woodworker	15.31

Miscellaneous Occupations

Animal Caretaker	10.48
Carnival Equipment Operator	11.14
Carnival Equipment Repairer	11.80
Carnival Worker	9.22
Cashier	11.25
Desk Clerk	13.70
Embalmer	17.18
Lifeguard	12.23
Mortician	17.18
Park Attendant (Aide)	15.30
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.23
Recreation Specialist	19.09
Recycling Worker	11.14
Sales Clerk	12.23
School Crossing Guard (Crosswalk Attendant)	9.22
Sport Official	12.23
Survey Party Chief (Chief of Party)	17.38
Surveying Aide	10.42
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.30
Swimming Pool Operator	13.01
Vending Machine Attendant	11.14
Vending Machine Repairer	13.01
Vending Machine Repairer Helper	11.14

Personal Needs Occupations

Child Care Attendant	11.94
Child Care Center Clerk	13.30
Chore Aid	11.80
Homemaker	19.09

Plant and System Operation Occupations

Boiler Tender	17.75
Sewage Plant Operator	17.02
Stationary Engineer	17.75
Ventilation Equipment Tender	13.91
Water Treatment Plant Operator	17.02

Protective Service Occupations

Alarm Monitor	13.02
Corrections Officer	17.69
Court Security Officer	18.24
Detention Officer	17.69
Firefighter	18.18
Guard I	8.28
Guard II	13.04
Police Officer	22.29

Stevedoring/Longshoremen Occupations

Blocker and Bracer	14.76
Hatch Tender	14.76
Line Handler	14.76
Stevedore I	14.19
Stevedore II	15.86

Technical Occupations

Air Traffic Control Specialist, Center (2)	27.03
Air Traffic Control Specialist, Station (2)	18.64
Air Traffic Control Specialist, Terminal (2)	20.53
Archeological Technician I	15.37
Archeological Technician II	17.21
Archeological Technician III	21.30
Cartographic Technician	21.30
Civil Engineering Technician	21.30
Computer Based Training (CBT) Specialist/ Instructor	21.99
Drafter I	11.13
Drafter II	12.79
Drafter III	16.76
Drafter IV	21.30
Engineering Technician I	11.89
Engineering Technician II	13.35
Engineering Technician III	16.11
Engineering Technician IV	19.04
Engineering Technician V	21.53
Engineering Technician VI	21.89
Environmental Technician	21.48
Flight Simulator/Instructor (Pilot)	27.36
Graphic Artist	21.99
Instructor	21.99
Laboratory Technician	17.06
Mathematical Technician	19.04
Paralegal/Legal Assistant I	14.80
Paralegal/Legal Assistant II	18.72
Paralegal/Legal Assistant III	22.74
Paralegal/Legal Assistant IV	27.51
Photooptics Technician	19.04

Technical Writer	26.96
Unexploded (UXO) Safety Escort	17.18
Unexploded (UXO) Sweep Personnel	17.18
Unexploded Ordnance (UXO) Technician I	17.18
Unexploded Ordnance (UXO) Technician II	20.78
Unexploded Ordnance (UXO) Technician III	24.91
Weather Observer, Combined Upper Air and Surface Programs (3)	17.06
Weather Observer, Senior (3)	18.94
Weather Observer, Upper Air (3)	17.06

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	15.89
Parking and Lot Attendant	9.98
Shuttle Bus Driver	12.79
Taxi Driver	12.03
Truckdriver, Heavy Truck	17.88
Truckdriver, Light Truck	12.79
Truckdriver, Medium Truck	15.89
Truckdriver, Tractor-Trailer	19.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and

disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.